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Newfoundland Labrador

September 30, 2008

In accordance with government's commitment to accountability, I am pleased to submit the annual report of the Women's Policy Office. The report was prepared under my direction and documents the activities and outcomes of the Women's Policy Office from April 1, 2007 to March 31, 2008. The outcomes reported reflect government's strategic directions for the status of women portfolio and my signature below is indicative of my accountability for the actual results.

Joan Burke, MHA
Minister Responsible for the
Status of Women

2.0 Organizational Overview

The Women's Policy Office was established in 1985 to:

- develop and expedite Government policies and programs to enhance the social and economic status of women in the province and ensure that these are communicated to the public;
- ensure that the impact on women of all legislation, policies and programs is brought to the attention of the Minister Responsible for the Status of Women, Cabinet, Cabinet Committees and departments;
- monitor and review programs and other activities of government departments and agencies to ensure compliance and conformity with the government policy of improving the status of women; and
- liaise with provincial government departments and agencies, other governments and advisory councils and women's organizations on all issues affecting women.

2.1 Vision

The Vision of the Women's Policy Office is social, legal, cultural and economic equality for women in the province of Newfoundland and Labrador.

2.2 Mission

Women's equality is yet to be achieved in areas of earned income and employment, social and economic security, leadership and decision making positions. Therefore, the necessity and relevance of the Women's Policy Office and its work continues to exist.

Mission: By 2011, the Women's Policy Office will have contributed to the advancement of women's social, cultural, legal and economic equality in Newfoundland and Labrador.

2.3 Lines of Business

Economic and Social Policy Analysis and Advisory Services: The Women's Policy Office defines policy as any action taken by government. The Office applies gender-based analysis to government policy in such forms as legislation, programs and services. By applying gender-based analysis to government policy, the Women's Policy Office provides advice to departments on how women are affected, how gender equity would be better achieved, as well as identifies needs and gaps.

Information Collection and Communication Services: The Women's Policy Office is responsible for collecting policy-relevant information from a variety of sources to provide evidence based policy advice and to report annually on the status of women. To meet this responsibility, the Women's Policy Office maintains a public library on women's issues, collects statistics and conducts research to assess the current status of women, and identifies systemic inequities and information gaps. As part of the information collection process, the Women's Policy Office consults regularly with women and women's organizations to identify ongoing and emerging issues of special concern as well as potential solutions. Beyond providing policy advice to government departments, the Women's Policy Office communicates information on the status of women through publications, events and initiatives.

Violence Prevention Initiative Services: The *Violence Prevention Initiative* (VPI) reflects government's commitment to addressing the problem of violence in this province. The Initiative is a six-year, multi-departmental, government-community partnership to find long-term solutions to the problem of violence against those most at risk in our society - women, children, seniors, Aboriginal women and children, persons with disabilities and other vulnerable people who are victims of violence because of their race, ethnicity, sexual orientation or economic status. Ten regional coordinating committees have been established to ensure representation from rural areas.

Grants Program: The Women's Policy Office provides non-repayable grants to equity seeking groups for activities and initiatives to advance the status of women in Newfoundland and Labrador. The Grants are subject to approved criteria.

2.4 Physical Location

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The Women's Policy Office contracts delivery of services to St. John's, Bay St. George, Port aux Basques, Corner Brook, Gander, Labrador City, Happy Valley-Goose Bay and Grand Falls-Windsor through eight Status of Women Councils located across the province as well as through ten regional coordinating committees associated with the *Violence Prevention Initiative*. VPI community partners include: (i) Labrador Regional Coordinating Committee; (ii) Northern Regional Coordinating Committee; (iii) Corner Brook-Rocky Harbour Regional Coordinating Committee; (iv) Southwestern Regional Coordinating Committee; (v)

Central West Regional Coordinating Committee; (vi) Gander-New-Wes-Valley Regional Coordinating Committee; (vii) Eastern Regional Coordinating Committee; (viii) Burin Peninsula Regional Coordinating Committee; (ix) Western Avalon Regional Coordinating Committee; and (x) Avalon East Regional Coordinating Committee.

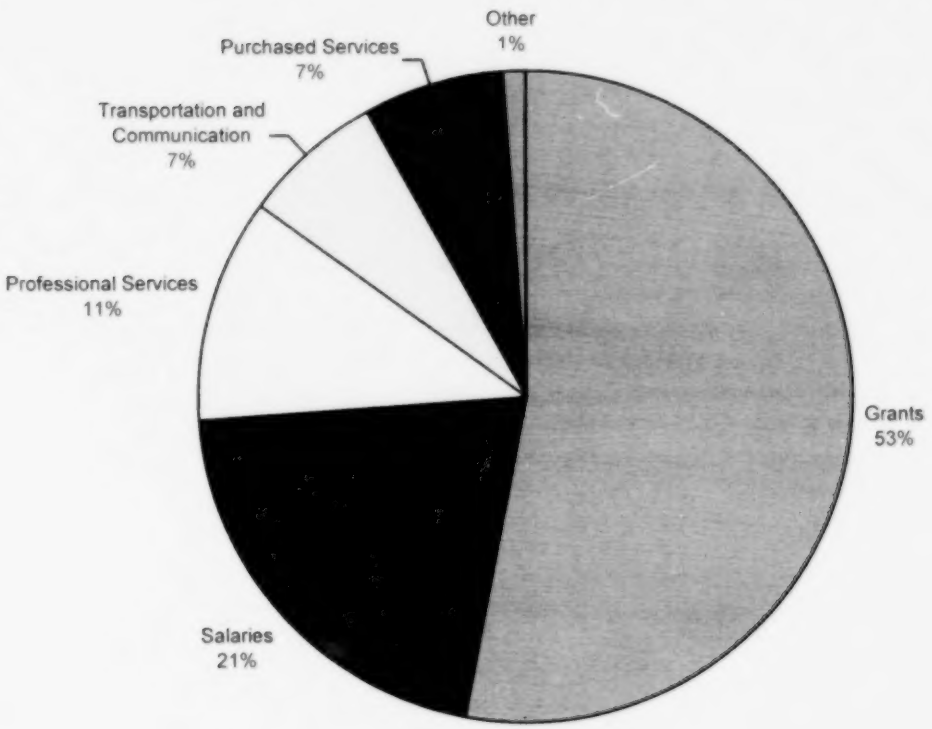
2.5 Employees	Total	
	Men	Women
Assistant Deputy Minister	0	1
Director of Research and Analysis	0	1
Director of Violence Prevention Initiative	0	1
Researcher	0	1
Policy Analyst- Communications	0	1
Senior Policy- Research VPI	0	0*
Senior Policy - VPI Training	0	1
Training Coordinator	0	0
Secretary to Assistant Deputy Minister	0	1
Clerk 1V	0	0*
Manager Information Services	0	0*
Library Technician	0	1
Total	**0**	**12**
0* position is vacant		

During 2007/08, the Women's Policy Office worked with Human Resources Division of Executive Council to prepare a Treasury Board Submission requesting a review of the organizational structure of the Women's Policy Office. The review was required given expanded work requirements in the last few years which has included the: i) implementation of a new Violence Prevention Initiative; ii) implementation of an Aboriginal Women programs; iii) increased and improved stakeholder and client relationships, and iv) new accountability, financial and administrative, and planning requirements.

During 2006, a Workforce Plan was developed to support the implementation of the Business Plan. The recommendations in this plan identified the need for the organizational review.

2.6 Expenditures

In 2007-2008 the estimated budget of the Women's Policy Office was approximately $3.5 million which included the budget for the Violence Prevention Initiative. As indicated in the diagram below, grants to community-based organizations accounted for approximately 53% of the budget.



3.0 Shared Commitments

The mandate and mission of the Women's Policy Office (WPO) can only be achieved through working in partnership with the Provincial Advisory Council on the Status of Women, Women's Centers, Regional Violence Prevention Coordinating Committees, other equality-seeking groups, as well as federal and provincial government departments and agencies and industry and educational institutions partners.

In 2007-2008 the Women's Policy Office strengthened community-government partnerships to prevent violence as a result of increased funding for the implementation of a new six-year violence prevention plan of action. Government partners include the Departments of Justice; Health and Community Services; Education; Human Resources, Labour and Employment; and Labrador and Aboriginal Affairs. Partners also include the Rural Secretariat, Newfoundland and Labrador Housing Corporation, the Labour Relations Agency, and Regional Integrated Health Authorities. Community partners include the ten regional coordinating committees, the Provincial Advisory Council on the Status of Women, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, the Transition House Association of Newfoundland and Labrador, the Seniors Resource Centre of Newfoundland and Labrador, and the Citizen's Crime Prevention Association of Newfoundland and Labrador.

The Women's Policy Office worked in partnership with the departments of Human Resources, Labour and Employment; Natural Resources; and Environment and Conservation to increase women's employment in well paying jobs, particularly those in the natural resource sectors. This is largely done using the Environmental Protection Act, which requires proponents of large scale natural resource developments to put women's employment plans in place. To this end, the WPO worked closely with industry partners such as the Women in Resource Development Committee, Voisey's Bay Nickel Corporation, and the Canada-Newfoundland Offshore Petroleum Board. The Women's Policy Office also worked with post-secondary and training institutions on accessibility of training and education for women for these occupations.

The WPO worked in partnership with the Department of Human Resources, Labour and Employment to study the needs of employment supports for victims of violence, and been an active member on the officials and Deputy Minister's and Ministerial working committees on poverty reduction. The WPO also participated with the Department of Health and Community Services to provided advice on long-term care supports for women and healthy living initiatives.

To improve women's social and economic security, the Women's Policy Office worked closely with all provincial government departments to ensure that the impact on women of all legislation, policies and programs were brought to the attention of decision makers. The Women's Policy Office maintains a close relationship with Status of Women Canada as well as all Ministers in Canada Responsible for the Status of Women.

The Women's Policy Office collaborated with community partners such as the Community Service Council, Status of Women Councils, and the Provincial Advisory Council on the Status of Women as well as women's Aboriginal, multicultural and seniors groups to strengthen women's voices and increase women's participation in leadership and decision making roles. The Women's Policy Office also worked with government departments to increase nominations of qualified women to agencies, boards and commissions.

4.0 Highlights and Accomplishments

4.1 Implementation of the Violence Prevention Initiative (VPI) – Six-Year $10 million Program.

The Women's Policy Office with partner departments and stakeholder groups actioned over 24 items in 2007/08 to reduce violence, which included activities to: i) increase public education and awareness to change attitudes and behaviors; ii) increase training for government and community partners; iii) improve legislation, programs, research and services to support violence prevention; iv) facilitate Deputy Minister and Ministerial meetings to ensure an integrated and strategic government approach to the issue; v) facilitate working group meetings for projects, i.e. Community Advisory Committee meetings, and; vi) facilitate the planning of the annual stakeholders' conference with the regional violence prevention coordinating committees.

4.2 Implementation of an Expanded Violence Prevention for Aboriginal Women's Program - $200,000 annually

In 2007/08, nine organizations received $200,000 in funding from the Aboriginal Grants Program: (i) Conne River Health and Social Services Centre: Miawpukek Mi'kamawey Mawi'omi Sharing our Wisdom; (ii) Family Resource Centre, North West River: Supporting Families towards a Healthy Future; (iii) Nunatsiavut Government, Nain: Nunatsiavut Women's Retreat; (iv) St. John's Native Friendship Centre, St. John's: The Shanawdithit Shelter Violence Prevention Program: (v) Sheshatshiu Innu First Nation, Sheshatshiu: Violence Prevention and Cultural Awareness Workshop; (vi) The Newfoundland Aboriginal Women's Network, Stephenville: Breaking Barriers Building Strong Minds; (vii) Labrador Métis Nation, Happy Valley-Goose Bay: Labrador Métis Nation – Violence Prevention Phase III; (viii) The Federation of Newfoundland Indians, Corner Brook: Mi'Kmaq Health and Cultural Ethics Development; and (ix) Nunatsiavut Government, Nain: Anti-Violence Posters.

Second Provincial VPI Stakeholder Conference: Funding for the Annual Stakeholders' conference was increased from $30,000 to $50,000 in Budget 2007/08. The Women's Policy Office worked in partnership with the Department of Justice to organize the 2007/08 VPI Stakeholder Conference in March of 2008 with the assistance of the Community Advisory Committee. The theme of the conference was "Exploring the Web of Youth Violence." Approximately 80 people attended the conference.

Provincial Aboriginal Women's Conference: The third annual Aboriginal Women's Conference, The Path to Economic Prosperity, took place from March 12-14, 2008 at the Capital Hotel in St. John's. A report of the Conference has been completed.

National Aboriginal Women's Summit: The Women's Policy Office supported the Department of Labrador and Aboriginal Affairs as well as the national planning committee of national Aboriginal women's organizations and the federal Departments of

Indian Affairs and Status of Women to plan and conduct the first ever national Aboriginal Women's Summit in June 2007, hosted by Premier Williams for 300 participants (150 Aboriginal women and 150 government observers). A website and recommendations for all levels of government was developed as part of the Conference.

The event included facilitated sessions led by Aboriginal facilitators, and Newfoundland and Labrador Aboriginal culture was highlighted in the opening reception and the gala dinner. This event for all Aboriginal women (First Nations, Metis, Labrador Metis Nation and Inuit, as well as those on and off reserve) provided the venue for these participants to come together and discuss collective solutions to advance their social, economic, legal and cultural equality in their communities and within Canadian society. This event was important as it recognizes the need for the improvement of the quality of life of Aboriginal women in Canada.

4.4 Gender-Based Analysis

In 2007- 2008, the Women's Policy Office collaborated with the Department of Natural Resources to select and award a contract to undertake a gender- based analysis of the programs and services within the Forestry Branch.

4.5 Women in Leadership

In 2007-2008, the Women in Leadership Committee, consisting of representation from the Women's Policy Office, the Provincial Advisory Council on the Status of Women and Regional Women's Centers collaborated on the development of a draft document entitled "Women in Leadership and Decision Making".

5.0 2007-2008 Outputs

The Women's Policy Office has identified four strategic issues that impact on the status of women and have used these issues to categorize its work for the two-year period April 1, 2006 to March 31, 2008. These issues are: (i) violence prevention; (ii) earned income and employment; (iii) social and economic security; and (iv) leadership and decision making. To address these issues, the strategic directions of government have been identified and integrated into the business plan as well as the operational plans and work plans of the WPO.

The following report provides details of the WPO's success in achieving its planned goals and objectives following the strategic direction of government.

5.1 Violence Prevention

Goal: By March 31, 2008 the Women's Policy Office will have coordinated and managed the *Violence Prevention Initiative*

Objective: By March 31, 2008, the Women's Policy Office will have implemented and managed the Violence Prevention Initiative.

Measure: Activities undertaken to implement and manage the Violence Prevention Initiative.	
Indicator	**Progress and Accomplishments**
Administered an increase in funding to support Aboriginal grants program for community-based violence prevention projects	In Budget 2007 the Minister Responsible for the Status of Women was successful in receiving an additional $100,000 in funding for the Aboriginal grants program. Eligibility criteria were revised and expanded, and the maximum allowable grant was increased from $10,000 to $30,000. Nine organizations were successful in receiving $200,000 in grants funding in 2007-08 under the program: • Conne River Health and Social Services Centre: Miawpukek Mi'kamawey Mawi'omi Sharing our Wisdom • Family Resource Centre, North West River: Supporting Families towards a Healthy Future • Nunatsiavut Government, Nain: Nunatsiavut Women's Retreat • St. John's Native Friendship Centre, St. John's: The Shanawdithit Shelter Violence Prevention Program • Sheshatshiu Innu First Nation, Sheshatshiu: Violence Prevention and Cultural Awareness Workshop • The Newfoundland Aboriginal Women's Network, Stephenville: Breaking Barriers Building Strong Minds • Labrador Métis Nation, Happy Valley-Goose Bay: Labrador Métis Nation – Violence Prevention Phase III • The Federation of Newfoundland Indians, Corner Brook:

	Mi'Kmaq Health and Cultural Ethics Development • Nunatsiavut Government, Nain: Anti-Violence Posters
Administered $120,000 to study and test the need for employment supports for victims of violence.	The Minister Responsible for the Status of Women was successful in receiving $120,000 in Budget 07/08, to examine the needs for employment supports for victims of violence. This project was completed as a contract following a public call for proposals. The Terms of Reference for this project and the management of the project was done in partnership with the Department of Human Resources, Labour and Employment (HRLE) and the Provincial Transition House Association as well as other women's organizations. The first phase of research for this project is now complete. Plans are underway for the next phase which will assign HRLE staff to help with the further development of the project.
Administered $398,000 to support the VPI - $250,000 to prevent violence in rural communities; $148,000 to support VPI research.	The Women's Policy Office administered $398,000 to support the VPI, including $250,000 to prevent violence in rural communities and $148,000 to support VPI research. In 2007-08, the Minister Responsible for the Status of Women was successful in obtaining budget increases for the ten Regional Coordinating Committees throughout the province of $10,000 each or $100,000, for efforts to combat sexual violence ($30,000), and for the Transition House Association ($10,000). Other increases included: • $40,000 to support the anti-violence social marketing campaigns. • $20,000 to support the Rural Secretariat database. • $20,000 to improve translation services for Aboriginal people in the justice system. • $10,000 in educational materials and supplies to promote violence prevention. • $20,000 increased funding for the Violence Prevention Initiative Annual Stakeholders Conference. $148,000 which was successfully obtained to create a long term Research and Senior Policy Analyst position for the Violence Prevention Initiative as well as to conduct important research relating to target populations, establish violence prevention indicators and develop evaluation tools for the social marketing campaigns.
Supported leadership by Aboriginal people on violence prevention through assisting in the organization	The Women's Policy Office supported leadership by Aboriginal peoples by assisting with the organization of the third Aboriginal Women's Conference in Newfoundland and Labrador. This conference took place

of the Aboriginal Women's Conference.	in St. John's from March 12-14 2008 with the theme "The Path to Economic Prosperity." The Office also supported the planning for the second national Aboriginal Women's Conference.
Developed a social marketing campaign to target youth violence and partnered with Health and Community Services for Elder Abuse Campaign and Child Abuse Campaign; Joint training for Police and Social Wokers	**The Prevention of Violence Against Youth Campaign:** Under the direction of the WPO, the VPI's youth prevention social marketing campaign was launched by Minister Burke in Stephenville in May of 2007. The campaign consisted of presentation materials, posters, TV spots, and a website - OutrageNL.ca. **The Prevention of Child Abuse Campaign:** The VPI, under the direction of WPO, along with Child Youth and Family Services, completed a poster and distributed it to all regions of the province in the spring of 2008 to raise awareness of mandatory reporting of child abuse. Child, Youth and Family Services and Women's Policy Office developed a request for proposals to attract a company to plan a larger campaign including print ads and brochures. This campaign will be launched in 2008/09. **The Prevention of Violence Against Older Persons Campaign:** The VPI, under the direction of the WPO, and the Division of Aging and Seniors (HCS) partnered to contract a company to develop a campaign around the prevention of various forms of violence against older adults, including physical violence, neglect, and financial abuse. Posters, print ads, radio ads and brochures have been developed and were launched to time with World Elder Abuse Awareness Day in June 2008. Health and Community Services and the Department of Justice completed joint, collaborative training for social workers and police.
Provided funding and support to Dept. of Justice for the following activities: (i) RNC Youth Strive Program; (ii) Child Court Activity Book; (iii) Family Violence Legislation Training; (iv) Court Preparation Web Site; (v) Family Violence Court	(i) **RNC Youth STRIVE Program:** $40,000 was allocated for the RNC and the Community Youth Network to undertake revisions to the Royal Newfoundland Constabulary's Youth STRIVE (Students Taking Responsibility in Violence Education) Program. (ii) **Child Court Activity Book:** $7500 was allotted to produce an age appropriate resource that Victim Services can print cost effectively and that reflects the justice system in Newfoundland and Labrador for children in the

Research Options; (vi) Crown Information Session – Shelters; (vii) Model Court Room Infrastructure; (viii) funding for Dept. of Education to purchase materials for the Safe and Caring Schools	court system. (iii) **Family Violence Legislation Training**: Training was in progress throughout 2007/08 for justice workers. (iv) **Court Preparation DVD/ and Web Site:** A company was contracted to begin development of a video to prepare individuals for court (to be completed in 2008/09, as approved by Treasury Board) at a cost of $60,000. (v) **Family Violence Court Research Options:** $80,000 was allotted to prepare a research paper exploring different court options and to visit different treatment courts in various jurisdictions in Canada. This project will continue into next year. (vi) **Crown Information Sessions - Shelters:** A draft presentation was prepared and presented to Shelter Administrators in October 2007. The presentation is being modified and presented in various means (i.e. teleconference, in person) throughout the province. (vii) **Model Court Room Infrastructure:** This is part of a four-year agreement signed with Federal Government during 2006/07. Testimonial aids are being utilized to better protect children and other vulnerable persons when providing testimony in the court system. (viii) **Funding for Dept. of Education to purchase materials for the Safe and Caring Schools:** $10,000 in educational materials and supplies to promote violence prevention went to the Safe and Caring Schools Initiative to ensure a safe learning environment in schools across Newfoundland and Labrador.
Issued Community Grants for 10 RCCs	Grants for the ten Regional Coordinating Committees increased under budget 2007 by $10,000, bringing their funding to a level of $65,000 each. Grants were disbursed in the spring of 2007.
Planned and implemented a Provincial VPI Stakeholder Conference	The Minister Responsible for the Status of Women was responsible for receiving an additional $20,000 for the Annual Stakeholders conference in Budget 2007/08 (increased from $30,000 to $50,000). The Women's Policy Office worked in partnership with the Department of Justice to organize the 2007/08 VPI Stakeholder Conference in March 2008 with the assistance of the

	Community Advisory Committee. The theme of the conference was "Exploring the Web of Youth Violence." Approximately 80 people attended the conference.

5.2 Earned Income and Employment

Goal: By March 31, 2008 the Women's Policy Office will have supported greater participation of women in occupations where they are currently under-represented.

Objective: By March 31, 2008, the Women's Policy Office will have developed and implemented a communications strategy to promote women in occupational areas including entrepreneurship, where they are currently under-represented.

Measure: 1 Activities to develop and implement a communications strategy.	
Indicator	**Progress and Accomplishments**
Develop a communications strategy to promote women in occupational areas including entrepreneurship.	In 2007- 2008 a communications strategy was developed and implemented with messages and activities within existing financial and human resources.
Measure: 2 Initiatives undertaken to encourage the participation of women in trades, engineering, science, and technology occupations.	
Indicator	**Progress and Accomplishments**
Research best practices on Family Friendly Workplace Policies	In 2007-2008, a literature review was conducted and an outline of the report was drafted. Completion of a research report is expected by December 2008.
Research and document initiatives to overcome barriers for women to advance into leadership positions.	In 2007-2008 the Women in Leadership Committee consisting of representation from the Women's Policy Office, the Provincial Advisory Council on the Status of Women and Regional Women's Centres collaborated on the development of a draft document entitled "Women in Leadership and Decision Making".
Participate in NGO human resource initiatives to increase women's participation in trades and technology positions.	In 2007-2008, the Women's Policy Office worked with the Women in Resource Development Committee, the Petroleum Human Resources Committee and the Chair for Women in Science and Engineering.
Assist DNR Forestry Branch with a Gender Based Evaluation of Programs and Services	In 2007- 2008 the Women's Policy Office collaborated with the Department of Natural Resources (DNR) to select and award a contract to undertake a gender based analysis of the programs and services within the Forestry Branch.

5.3 Social and Economic Security

Goal — By 2008, the Women's Policy Office will have supported increased knowledge and consideration of and response to women's issues in legislation, policy and program development.

Objective — By March 31, 2008, the Women's Policy Office will have explored with government departments and women's organizations strategies to enhance individual department's participation in advancing the status of women.

Measure:	**Activities to enhance individual department's participation in advancing the status of women.**
Indicator	**Progress and Accomplishments**
Administer $20,000 for Immigration Strategy to implement and support the development and distribution of information and resource material to assist immigrant women during pre-arrival, arrival and settlement.	$20,000 was matched with money from the Federal Government's Status of Women's Partnership Program to sponsor five workshops for immigrant women in Newfoundland and Labrador on such issues as legal aid, child care, and poverty. The decision to provide this funding was made in partnership with the Department of Human Resources, Labour and Employment. This grant funding was provided to the Multi Cultural Women's Organization of Newfoundland and Labrador to plan and deliver these workshops.
Administer $40,000 increase in funding to support planning and implementation of an annual Aboriginal Women's Conference	The third annual Aboriginal Women's Conference, *The Path to Economic Prosperity*, took place from March 12-14, 2008 at the Capital Hotel in St. John's. This was planned by Aboriginal women. Fifty Aboriginal Women attended from Innu, Inuit, Labrador Metis Nation, Mi'Kmaq on and off reserve as well as urban communities. A report on the Conference has been prepared. The report will be circulated in 2008 to provincial and federal departments as well as Aboriginal organizations.
Deliver Gender Based Analysis (GBA) training to government employees. Develop and implement training for government employees regarding gender awareness and gender based analysis in	WPO and the Public Service Secretariat Centre for Learning and Development delivered one GBA workshop in Corner Brook and two GBA workshops in St. John's in March 2008. Approximately 30 public service employees participated in this training.

developing and implementing government policy	
Prepare 2006-2007 Aboriginal Women's Conference Report	The second Aboriginal Women's Conference, *The Good Life for Aboriginal Women: Moving Forward, Building Strength*, was held in Stephenville in March 2006. A report of the conference is available. This conference was planned in partnership with the Department of Labrador and Aboriginal Affairs.
Prepare 2007-2008 Provincial Aboriginal Women's conference Report	The third Aboriginal Women's Conference, *The Path to Economic Prosperity*, was held in St. John's in March 2008. A report is nearing completion and will be made available to conference participants.
Poverty Reduction Strategy: (i) WPO input into the ongoing development of the Poverty Reduction Strategy; (ii) Develop and implement measures to increase awareness of poverty reduction programs among women ($15,000); (iii) Develop and implement measures to link victims of violence to employment supports ($120,000); (iv) Provide support on identifying indicators	(i) Women's Policy Office continues to contribute to the development and implementation of the Poverty Reduction Strategy by participating in the Deputy Minister's and Official's Working Committees and planning meetings; (ii) Focus sessions have been held with the Provincial Advisory Council on the Status of Women and Women's Centres to receive their advice regarding poverty reduction initiatives of benefit to women, and their input on the Consultation process proposed for the Fall of 2008. (iii) The first phase of research for this project is now complete with a final draft of the report received from our consultants, Goss Gilroy Inc. Plans are underway for the next phase which will assign HRLE staff to help with the further development of the project. (iv) WPO staff have participated in meetings arranged by the PRS team to explore potential indicators to measure success.

5.4 Leadership and Decision Making

Goal — By 2008, the Women's Policy Office will have supported the participation of women in leadership and decision making positions at the community, regional and provincial levels.

Objective — By March 31, 2008, the Women's Policy Office will have developed and implemented a communications strategy to encourage women's participation in leadership and decision making positions.

Measure:	**Activities to enhance individual department's participation in**

advancing the status of women.	
Indicator	**Progress and Accomplishments**
Make recommendations regarding the development and implementation of a pilot training program to encourage women's participation in leadership and decision making positions.	In 2007-2008, the Women in Leadership Committee consisting of representation from the Women's Policy Office, the Provincial Advisory Council on the Status of Women and Regional Women's Centers collaborated on the development of a document entitled "Women in Leadership and Decision Making". The recommendations in this document are being considered by the Women's Policy Office.
Develop a communications strategy to encourage women's participation in leadership and decision making positions.	In 2007-2008 a communications strategy was drafted identifying key messages and activities to be undertaken within existing financial and human resources.

6.0 2006-2008 Goal Achievement

The results identified in the previous section combined with the results reported in 2006-2007 document WPO's success in achieving the goals and objectives identified in the WPO Business Plan for 2006-2008. The following provides an overview and summary of WPO's achievement of these outcomes.

Goal 1: By March 31, 2008 the Women's Policy Office will have coordinated and managed the *Violence Prevention Initiative*

During the life of this Business Plan significant advancements have been made to prevent violence in Newfoundland and Labrador. The most significant accomplishment is that Government approved a new six-year Action Plan, *Taking Action Against Violence* and has provided $10.0 million in funding to advance the issue.

The new program has formally identified nine provincial departments and agencies and allowed for four new regional coordinating committees to be established, bringing the number to ten regional committees operating throughout Newfoundland and Labrador to prevent violence against vulnerable populations including women, children and youth. The previous program had been a five-year, $2.5 million program with one full-time staff member. With new funding, a Director level position has been established along with specialized staff to advance training and research. The new funding has also allowed for an increase in the grant funding to the regional coordinating committees.

Significant efforts have been made during the life of this plan to improve the effective working relationship of provincial partners and community organizations to advance violence prevention. This includes working effectively with the regional coordinating committees and organizations such as the Transition House Association of Newfoundland and Labrador, the Newfoundland and Labrador Sexual Assault and Crisis Center, the Seniors Resource Centre, as well as the Provincial Advisory Council on the Status of Women. Expanded relationships to prevent violence have also been established with the four Regional Health Authorities in the province, the regional School Boards, the Red Cross, the Royal Newfoundland Constabulary, the Royal Canadian Mounted Police, and with many youth organizations including the Community Youth Network.

To advance an integrated and community-based management model, a Community Advisory Committee has been established along with Deputies, and Ministerial working committees. These new committees have increased accountability and have made it now possible for government and community partners to work effectively together to address violence prevention. Resource content specialists are also recognized as required to support this program and many have been invited to provide specialized knowledge as required.

During the term of this Business Plan the Violence Prevention Program has been expanded, enabling it to implement significant, province-wide social marketing

campaigns. These campaigns have included one to prevent youth violence, another on the prevention of older adult violence and one focused on the reporting of child abuse.

During 2008/09, a campaign to target violence against women will be developed along with an evaluation framework to test the results of the campaigns, which were designed to change attitudes, awareness and actions to prevent violence.

During this period there have also been two provincial stakeholder conferences and implementation of important new legislation and training has been introduced, including the implementation of family violence prevention legislation and training of over 1000 justice officials to support the implementation of the new legislation. The Royal Newfoundland Constabulary has updated its youth program to prevent violence: *Students Taking Responsibility for Violence Education.* Other projects have been completed in partnership with the Departments of Health and Community Services, Education, Justice and Human Resources Labor and Employment including new research that highlights the impact of violence on children, the feasibility of specialized family violence courts and employment supports for victims of violence. The Department of Education has strengthened its Safe and Caring Schools Program, enhanced in-service training and strengthened its provincial coordination of this policy program with School Boards.

The new program has created four new regional coordinating committees in Marystown, Gander, Stephenville and Bay Roberts. All ten committees in the province have now been busy advancing violence prevention education, training and awareness including working with schools, community groups and the media.

A significant new program was also introduced to prevent violence in Aboriginal communities and approximately 30 grants have been provided to Aboriginal communities in this province to support the prevention of violence against Aboriginal women, children and families during the three years of this Plan.

The Violence Prevention Initiative office also worked with the Public Service Secretariat to support research and recommendations for the prevention of work place violence and improved employee supports for victims of violence.

Measure: Leadership services provided to the Violence Prevention initiative	
Indicator	**Progress and Accomplishments**
Implementation, management and coordination of activities provided to the Violence Prevention Initiative.	A Director level position and a senior policy analyst for both training and research have been funded and put in place. Deputy Minister and Ministerial committees have also been put in place. 10 regional coordinating committee offices have been opened and 10 coordinating committees established to lead on this issue of violence prevention at the regional

	level in this province. Funding for these community organizations have been increased and there has been increased funding for research and training.

Goal 2: By March 31, 2008 the Women's Policy Office will have supported greater participation of women in occupations where they are currently under-represented.

Support for measures to advance women into non-traditional occupations and high paying jobs has remained an important priority for this Government. Women in NL now have the largest wage gap in the country falling behind Alberta. As our economy and resource based industries grow, women's access to these opportunities continues to need to be supported. Women in this Province are now making 60 per cent of men's wages.

The Women's Policy Office has played a pivotal role in ensuring action by employers to advance women into non-traditional occupations through the Provincial Environmental Impact Assessment process. During the life of this Plan, this Office reviewed approximately 195 submissions under the Environmental Assessment Process, and requested measures to increase opportunities to advance women into non-traditional occupations in many of these proposals.

The Women's Policy Office also prepared, based on these reviews, conditions of release for the consideration of the Minister of the Environment, which include special compliance-monitoring requirements and advice directly to industry. This is an area of significant workload requirements, both in the preparation of conditions of release under the Environmental Impact Assessment Process, as well as the demand to offer guidance to companies in their preparation of women's employment plans as required under the conditions of release. This is the area that has increased significantly with the implementation of women's employment plans as it requires a focus and dedication for to build and maintain working relationships with mining, forestry, oil and gas companies as well as construction trades, educational institutions, trade associations and other employers where women's employment needs to be advanced. For large-scale projects, WPO requires significant and cumulative monitoring and communications with companies.

To advance the status of the economic equality of women, this Office has built and maintained dedicated relations with the following specific businesses and stakeholders:

- Voisey Bay Nickel
- AUR Resources
- NL Refining
- Resource Development Council
- Federation of Labour

- NL Chamber of Mineral Resources
- Canadian Petroleum Industries Human Resources Committee
- Newfoundland Ocean Industries Association
- Canadian Newfoundland Offshore Development Association
- Oil and Gas Company Officials including Husky Energy, Petro Canada and Chevron
- Newfoundland Hydro
- Churchill Falls Labrador Corporation
- Women in Successful Employment
- Women in Resource Development Committee
- Newfoundland Organization of Women Entrepreneurs
- The Marine Institute
- The College of the North Atlantic
- The Human Rights Commission
- The Royal Newfoundland Constabulary
- The Public Service Secretariat
- The Department of Justice
- The Department of Natural Resources
- The Department of the Environment

This Office also supported government Departments in identifying gaps and plans to advance women in non-traditional occupations within their programs and services. It provides policy advice to Departments and Cabinet on all policy decisions where women can benefit from economic opportunities.

During this period the Office has actioned the renewal of a new gender-based analysis (GBA) training for policy analysts across government and is proposing a component for government decision making. The Office is also advancing the development of culturally appropriate gender- based analysis training materials for policy analysts to better understand the social and economic circumstances of Aboriginal women, and it has developed violence prevention gender-analysis training material.

This Office also worked with the Public Service Secretariat to support research relating to employment equity and other matters of importance to women within the Provincial Government. During this period the Women's Policy Office has initiated research on family friendly policies.

Measure:	**Support mechanisms provided to encourage the greater participation of women in occupations where they are currently under-represented**
Indicator	**Progress and Accomplishments**
Recommendations made to: (i) the Integrated	In June 2007, WPO submitted information for consideration in the proposed Provincial Development

Economic Plan; (ii) Shaping the Apprenticeship System; and (iii) sustainable rural economic opportunities for women.	Plan. In 2006-2007 WPO reported meeting with the department of Education's Project Resource Group to increase the participation of women in skilled trades where they are currently under-represented. In 2007-2008, WPO also provided comments and recommendations to the Department of Education on government's response to the Skills Task Force Report. From 2006-2008, WPO has made recommendations for sustainable economic opportunities for women in relation to the following projects: o Abitibi District 5 Five Year Operating Plan (2007-2011) o Abitibi-Consolidated, Peterview Ridge, District 10 Amendment o Abitibi District 12 Captain Storms Brook Forest Plan Amendment o Abitibi District 12, Grindstone/Joe Glodes Areas o Belleoram Crushed Rock Export Quarry o CBPP District 9 and 16 Five Year Operating Plan o CBPP District 9 and 16 Five Year Operating Plan o Grassy Point Liquefied Natural Gas Transshipment Terminal o Lower Churchill River Hydroelectric Generation Project o Newfoundland and Labrador Refinery Project o Stephenville Paper Mille Site Decommissioning o VBNC Long Harbour Commercial Nickel Processing Plant o Abitibi-Consolidated District 11 Mill Pond Five Year Plan Amendment o Abitibi District 11 (Noel Paul) Amendment o Abitibi Five Year Forestry Plan Districts 10, 11, 12, 13 2008-2012 o CBPP District 15 Five Year Plan Amendment o Central Newfoundland Regional Waste Management Facility o Crown District 7 Five Year Forest Operating Plan o Crown District 17 and 18 Five Year Forest Operating Plan o Crown District 19A Five Year Forest Operating Plan
Recommendations made to: (i) strengthen requirements for major project developers to prepare and implement employment equity plans; and (iii) identify penalties for non-compliance	In the 2006-2007 Annual Report WPO reported meeting with the Department of Environment to revise wording in the guidelines for the environmental assessment process. The revised wording is now integrated into the formal guidelines which are posted on the Department of Environment and Conservation website. Penalties identified for non-compliance are largely limited to delays in the approval process.
Communication strategy developed and implemented to promote women in occupational	As reported in the previous section, a communications strategy was developed and implemented with messages and activities within existing financial and human resources.

areas where they are currently under-represented including entrepreneurship	
Research and documentation completed of best practices on: (i) family friendly workplace policies; and (ii) overcoming barriers for women to advance into leadership positions with the provincial government.	As reported in the previous section, a literature review was conducted and an outline was drafted for a report on best practices in family friendly workplace policies. Completion of a research report is expected by December 2008. As reported in the previous section, the Women in Leadership Committee consisting of representation from the Women's Policy Office, the Provincial Advisory Council on the Status of Women and Regional Women's Centres collaborated on the development of a draft document entitled "Women in Leadership and Decision Making".

Goal 3: By 2008, the Women's Policy Office will have supported increased knowledge and consideration of and response to women's issues in legislation, policy and program development.

During this period this office has provided policy advice to Departments and Agencies on policy decisions were women can benefit from improved social and economic conditions.

During this period, this Office has also influenced the development of many new horizontal initiatives of government where advancing the social and economic status of women in this province could be achieved. In particular, this Office has supported the development of the Poverty Reduction Strategy for Newfoundland and Labrador, the Immigration Strategy for Newfoundland and Labrador, the Healthy Living Strategy, the Provincial Early Learning and Child Care Plan, the Northern Strategic Plan as well as supporting the review of long term care supports.

During this period, the Office has actioned the renewal of gender-based analysis (GBA) training for policy analysts across government and piloted a new training program.

The Office is also developing culturally appropriate gender- based analysis training materials for policy analysts to better understand the social and economic circumstances of Aboriginal women and it has developed violence prevention gender-analysis training material.

During this period this office established effective and positive working relationships on concrete social and policy issues of importance to women with the Provincial Advisory Council on the Status of Women, as well as with the eight women center's in the Province by: i) putting in place regular conference calls with Women Centers; ii) funding

annual meetings; and iii) the Minister Responsible for the Status of Women being successful in doubling the funding for the women centers from $50,000 to $100,000 and increasing the funding of the Provincial Advisory Council from $257,600 in 2003/04 to $402,500 in Budget 2008/09. This represents an increase of $144,900, or 56.25 per cent.

One area where significant achievements were made provincially and where national leadership was undertaken was in the area of improving the status of Aboriginal women. New funding was obtained to support an annual Provincial Conference for Aboriginal Women that have included topics such as *The Path to the Good Life* and *The Path to Economic Prosperity*. A new violence prevention grants program for Aboriginal women and children was introduced as well as new funding was secured for a shelter in Hopedale.

Due to the Province's success in working and collaborating with Aboriginal women from all Aboriginal communities in the Province, the Director of Native Women's Association of Canada, Beverly Jacobs, asked Premier Williams at a First Ministers meeting if he would support a first ever National Aboriginal Women's Summit. The Premier did and hosted this historic occasion in Corner Brook in June 2007.

The Conference themed, *Strong Women, Strong Communities*, provided many recommendations for all governments to advance the status of Aboriginal women. This Province has established a provincial Advisory Committee of Aboriginal Women to respond to these recommendations, which this office co-chairs.

Due to this conference human rights and matrimonial issues relating to Aboriginal women, stalled for years by the Federal Department of Indian and Northern Affairs, were re-ignited, and it stimulated increased funding for shelters on reserves by Canada. The conference has been the catalyst to raise the profile of Aboriginal women in this Province and across Canada. Additional conferences were committed to at that time to continue the work by other Premiers. Reports from these conferences have been developed and they ensure that a written record of the event and the results exist for all residents of this province and for all Canadians.

Measure:	**Support mechanisms provided to increase knowledge and consideration of and response to women's issues in legislation, policy and program analysis and development.**
Indicator	**Progress and Accomplishments**
Explored with government departments and women's organizations strategies to advance the status of women.	Monthly meetings with the 8 women center's in the province were introduced along with an annual meeting among these centers, this office and the Provincial Advisory Council on the Status of Women. These consultations informed the WPO to advance improved policies with departments such as Justice and the Newfoundland and Labrador Housing Corporation.

Recommended to government departments on how they can participate in advancing women's equality	From 2006-2008 WPO has provided numerous advisory services to departments as well as government agencies boards and commissions. WPO has provided the Department of Environment and Conservation with written assessments of environmental assessment submissions and provided various other government entities with written assessments on various issues related to advancing women's issues.
Meetings with Federal-Provinicial-Territorial (FPT) Ministers responsible for the Status of Women and participation in FPT working groups to address issues such as women's economic security, justice, violence, against women and the special needs of Aboriginal women and other issues as they arise	As reported in 2006-2007 the proposed meeting between the FPT Ministers responsible for the Status of Women and those responsible for Justice did not take place due to changes in the federal government. In July 2007, FPT Ministers responsible for the Status of Women met in Iqaluit, Nunavut where they issued the Iqaluit Declaration on Aboriginal Women. Ministers also identified the following priorities: **Aboriginal Women -** The Action Plan on Aboriginal Women's Leadership is to increase the effective participation and number of Aboriginal women in decision-making roles by supporting training initiatives. As a first step, jurisdictions are collecting and sharing information regarding activities already underway. The Training of Justice Officials initiative is to improve the treatment of Aboriginal women by the Justice system by including information on issues that impact them (such as the high rates of violence in Aboriginal communities) in the professional training offered to crowns, police, and the judiciary. An inventory of existing training is being prepared as a first step in this initiative. Ministers directed officials to review the 36 priority recommendations from the National Aboriginal Women's Summit, assess progress, and develop work plans to advance the recommendations in the medium and long term. **Women's Economic Security -**Ministers adopted the action plan on *Modernizing Support for Parents*. Officials were directed to draft a Request for Proposals to undertake a cost-benefit analysis of proposed changes to the current employment insurance benefits program. The contract for this work was awarded to Goss Gilroy Incorporated. By the end of 2007-2008, the report was

	completed and submitted to FPT Officials. **Violence against Women** - Ministers directed officials to put this item on their agenda for the 2008 meeting. Official were directed to examine protocols and initiatives related to trafficking, including public education, to bring forward proposals for ministers' consideration.
Developed and implemented training for government employees regarding gender awareness and gender based analysis in developing and implementing government policy	As reported in 2006-2007, WPO identified the Gender Based Analysis Policy Training program developed by Status of Women Canada as appropriate for delivery to the public service in Newfoundland and Labrador. In 2006-2007, 37 provincial government employees from various departments participated in the training. In 2007-2008 WPO transferred responsibility for this training to the Public Service Secretariat, Centre for Leaning and Development. Three training sessions were offered in 2007-2008 with one in Corner Brook and two in St. John's. Approximately 30 public service employees participated in this training.
Recommendations made regarding: (i) the quality of life for Aboriginal women; (ii) homecare; (iii) healthy priorities for women in rural and urban areas; (iv) senior's independence and well being; (v) poverty reduction; (vi) childcare; (vii) supports for immigrant women.	**Aboriginal Women** – Recommendations regarding the quality of life for Aboriginal women were compiled in the conference reports for the Aboriginal Women's Conferences that took place, November 23-26, 2006 and March 12-14, 2008. The National Aboriginal Women's Summit also took place from June 20-22, 2007 in Corner Brook, Newfoundland and Labrador. Recommendations from this summit have been published in the conference report. **Homecare** – WPO offered advice on midwifery as well as long term care supports and supported the identification of health issues for Aboriginal women by working with the Department of Health and Community Services. **Women in Rural and Urban Areas** – WPO participated in an interdepartmental exercise to establish a comprehensive legislative framework for long term care and community support services for adults, particularly vulnerable adults. The review considered such issues as supported and substitute decision-making, protection of vulnerable adults from abuse, and the regulation of long term care facilities. **Seniors** – WPO continues to participate on the Healthy

	Aging Committee and in 2006-2008 focused work to educate health care providers on elder abuse. **Poverty** – WPO continues to participate in the Poverty Reduction Strategy Working Group. In 2006-2008 the group developed recommendations to offer employment supports for victims of violence. **Childcare** - From 2006-2008 WPO participated on the Provincial Child Care Services Advisory Committee and has regularly provided advisory services to the Department of Health and Community Services on issues related to child care. Work continues to focus on issues related to the training, recruitment and retention of licensed child care providers to meet the demand. **Immigrant Women** – From 2006-2008, WPO partnered with Status of Women Council and the immigration office to contract with the Multicultural Women's Organization to offer a series of information workshops to immigrant women.
Developed and implemented a communications strategy to increase awareness of the status of women.	A communications strategy was developed and implemented to increase the awareness of the status of women. This strategy focused primarily on revisions to the WPO website, which included posting resources for gender-based analysis as well as statistics relating to the status of women.

Goal 4: By 2008, the Women's Policy Office will have supported the participation of women in leadership and decision making positions at the community, regional and provincial levels.

During this period the government increased appointments for women to provincial agency boards and commissions and by 2007/08, 47per cent of these appointments went to women, significantly increasing the number of women in these important leadership positions from the 2003/04 period.

The Status of Women and Regional Women's Centers and the Public Service Secretariat studied the issues surrounding advancing women into positions of leadership. Research has been undertaken to better understand where the most significant barriers exist for women in this province on this matter. This included how other provincial, national and international entities addressed training and the other ways to advance this matter.

Measure:	**Support mechanisms to encourage the participation of women in leadership and decision making positions at the community, regional and provincial levels.**
Indicator	**Progress and Accomplishments**
Consulted with the Newfoundland and Labrador Federation of Municipalities (NLFM) regarding training for women interested in municipal government	From 2006-2008, the WPO has contacted the NLFM to encourage their action in increasing the participation of women in municipal government. In 2006-2007 WPO reported that the Federation of Canadian Municipalities (FCM) set a goal to increase the number of women on municipal councils in Canada to 30 percent by 2026. The FCM also published a document, *"Getting to 30 by 2026,"* that provides a listing and brief description of initiatives municipalities may undertake to increase the participation of women in their local governments. In 2006 the FCM reported that 19 percent of mayors and 27 percent of counselors in NL municipalities were women. In 2007, the FCM reported the gender balance of municipal councils in Newfoundland and Labrador unchanged.
Made recommendations regarding the development and implementation of a pilot training program to encourage women's participation in leadership and decision making positions.	As reported in the previous section, the Women in Leadership Committee consisting of representation from the Women's Policy Office, the Provincial Advisory Council on the Status of Women and Regional Women's Centers collaborated on the development of a document entitled "Women in Leadership and Decision Making". The recommendations in this document are being considered by the Women's Policy Office.
Developed and implemented a communications strategy to encourage women's participation in leadership and decision making positions.	As reported in the previous section, a communications strategy was drafted identifying key messages and activities to be undertaken within existing financial and human resources.

7.0 Opportunities and Challenges Ahead

7.1 Opportunities

Prevention of Violence Against Women

- With additional funding of $150,000 in Budget 2008/09 the opportunity exists to plan, deliver and evaluate a standalone violence prevention for women social marketing campaign during 2008/09.

Prevention of Violence Against Older Adults

- An opportunity exists to plan and deliver violence prevention for older adults training in partnership with regional health authorities and others during the 2008-2011 period, due to new annual funding of $200,000 secured by the Minister Responsible for the Status of Women and Minister of Health.

New Research for the Prevention of Violence

- An opportunity exists to conduct more research on violence prevention specific to the Newfoundland and Labrador target populations with the introduction of a long-term Senior Violence Prevention Researcher.

Increase of Social Marketing Activities to Prevent Violence

- In partnership with the violence prevention stakeholders, an opportunity exists to build on the success of the existing Violence Prevention social marketing campaigns to create more awareness of the different types and forms of violence and encourage action to prevent violence against the target populations.

Advancing Employment Opportunities for Women in Natural Resources and Non - Traditional Occupations

- Within the environment of existing and projected national and provincial labour shortages in the areas of trades, technology, science and engineering occupations, where women are under-represented, employers are more open to ideas of workplace change. This presents an opportunity for employers to take initiative in making changes in the workplace and in the workplace culture to meet the needs of women and attracting them to meet the labour needs of their businesses.

Enhanced Internal Policy Services

- Women's Policy will continue their representation on various intergovernmental and inter-jurisdictional working groups, which will provide an excellent opportunity to have women's concerns and viewpoints included in governmental policy, planning, and strategic directions in ongoing work relating to poverty reduction and women and the justice system.

- A new gender-based analysis training program will be introduced for government policy analysts.

Advancing the Status of Aboriginal Women

- This will remain a priority of the Women's Policy Office and the Office will continue to co-chair a working committee with Aboriginal Women and Labrador and Aboriginal Affairs to develop responses to the recommendations in the National Aboriginal Women's Summit held in Corner Brook in June 2006.

- This office will introduce a culturally appropriate training module for gender based analysis for Aboriginal women's issues and continue to facilitate provincial conferences.

- The office will also focus on increasing Aboriginal women's access to positions of leadership.

7.2 Challenges

- The migratory nature of construction projects and natural resource development projects creates challenges for women's equality because women predominantly hold responsibility for care giving at home which limits their labour mobility and opportunity to participate in higher earning paid employment. This issue will need to be addressed in the development of women's employment plans associated with the development of such projects.

- The issues identified in the 2004 Organization for Economic Cooperation and Development (OECD) report on early childhood education and care policy in Canada still persist: (i) weak public funding especially for children under the age of five; (ii) shortage of licensed childcare spaces; and (iii) high cost of childcare which makes childcare services inaccessible to modest and low income earners. The Federal Government has not responded to family needs for a universal social program for child care. The Provincial Government has continued their commitments to this issue. 70% of Newfoundland and Labrador mothers work outside the home, but only 8% of children have access to regulated childcare in 2008 (Statistics Canada). WPO will continue to support the Department of Health and Community Services in advancing the importance of childcare programs with the federal government.

8.0 Financial Statements - Unaudited

Women's Policy 2007-2008	
	2007-2008
Women's Policy Office	
Salaries	628,480
Employee Benefits	2,286
Transportation and Communication	142,137
Supplies	21,479
Professional Services	249,693
Purchased Services	176,495
Property, Furnishings and Equipment	3,683
Grants and Subsidies	1,865,419
Total	3,089,672

Source: Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended March 31, 2008

Expenditure and revenue figures included in this table are not audited.